1951. File No. 3772/48

P-W DEPARTMENT

B CLASS

E BRANCH (11)

Subject:— Establishment
Temp'y.
Conversion of — into
permanent and pensionable
establishment.

(70)

B [K] - 1951

V

File No. 3772/48.

Etd. Sectt. Slip. 21 A

E B (11)

Std. Sectt. 78 a.

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. 3772/48

P.W DEPT.

E BRANCH. (11)

References :—

original file sent to maharashtra

Date.	To whom sent.	Notes and instructions.

3773/48/19512.

P. W. Deptt.

E.B.(II).

A statement showing the existing permt. and tempy. Divnl. and Sub-Divnl. charges is placed below. It is proposed to convert some of te tempy. charges into permt. as mentioned in lists A, B, C & D. In view of G.C.M., F.D., No.8411/33, dt. the 27-2-51, the local officers, except the C.E., Elg Grid., may be requested to submit proposals for converting into permt. the tempy. posts sanctioned for permt. charges as well as the tempy. charges proposed to be made permt A draft is put up for approval. The El.Engr. may be addressed separately as per draft put up.

Thro. E.B.(I).

Id/-

31-3-51

Id/-

31-3-51

D.S.

C.E.

Secy.

Id/-
4-4-51

Id/-
5-4-51

Id/-
5-4-51

3772/48/35733

P. W. D.

E.B.

Submitted with refce. to G.L.No.3772/48-E(II), dated the 6-4-51.

2. In his letter dt. the 21-4-51 the S.E.,N.G.C. has raised the following points:-

a) According to the F.D. Circular dt. the 27-2-51, additional posts sanctioned from year to year due to the increase inwork in normal Dns. & Sub-Dns. & are thus in existence for a pretty long time on tempy. estabt.....

estabt., are proposed to be made permt., while the O.L. refd. to above refers to posts in the Dns. created on account of the merger. The S.E. wishes to know whether the posts refd. to by the F.D. are to be excluded.

b) Whether 80% of the tempy. posts on the whole or 80% of posts in each category are proposed to made permt.

3. As regards point (a) the F.D. Circular states that 80% of the existing tempy. posts in Class III & IV services, sanctioned in connection with the increase in work which is likely to remain permanently, are to be made permt. In this con. it may be stated that it has been proposed to convert some of the Divnl. & Sub-Divnl. charges into permt. ones on account of the expansion of the P.W.D. activities and also the Divnl. & Sub.Dnl. charges in the merged state areas as shown in the lists of pps. 11-13/c. such lists were forwarded to the S.Es, the P.H.S. & the El.Engr. and they were requested to submit proposals for converting into permt. 80% of the tempy. posts, including posts such as carpenters, mascns, etc., which are not ususally shown in the standard unit, sanctioned for permt. charges and 80% of posts sanctioned for the tempy. charges now proposed to be made permt.

4. As regards point (b) pl. see paras 4 & 5 of the S.E's letter. He states that if 80% of the posts on the whole are converted into permt. it will create an anomalous position & there will be no uniformity in the Dns. and Sub-Dns. The S.E. therefore suggests that the posts as per the standard unit which has been recently adopted should be made permt. And not only 80% of the posts. The standard unit has been fixed by the S.O.(R) and is the barest minimum requirement of a Divnl. or Sub-Divnl charge. The S.E's proposal seems reasonable and may be accepted in u.o. consultation with the F.D. If the S.E.'s proposals is accepted the question of converting.....

converting into permt. the tempy. posts sanctioned for permt. charges will remain to be decided. Necy. further action will be taken on receipt of orders.

Id/-

10-5-51

D.S.
C.E.
Secy.
U.O.

I think all tempy posts (subject to the strength accepted by the officer S.D.R.) in the Sub-Dns. & Dns. proposed to be made permanent or which are already permanents should be made permanent and not only 80 % of these has been laid down by the F.D.

Id/-

10-5-51

Id/-

10-5-51

The S.E. should be told to get on with the job of converting 80% of the posts. after that is done, we may approved F.D. for conversion of the remaining 20% in the permanent charges. This is a large and general question and affects on Depts. owing to financial stringency and other reasons Govt. may not be in a position to accept conversion of 20% (balance) at once. When things settle down - in a year or so that question could be pursued.

As regards application of 80% to all posts in a Division, the alternatives are to apply this % to each charge (Dn/Sub-Dn) or to posts in each category in the Dn & all Sub-Dns taken together.

The idea is not all posts in a Dn. including Sub-Dns. are be posted together in each category/ grade of 80% of these to made permanent; in these letter posts, persons with the confirmed according to seniority and in effect the temporary (20%) posts will be those held by unconfirmed or temporary incumbents To apply 80% to 1 or 2 posts on each Sub-Dn would be meaningless.

The subject is to given benefit of permanancy to 80% of the Govt. servants in each category or de.....

grade (which is kept distinct for purposes of recruitment) and obviously all posts within a Dn. (Divisional officer & all Sub-Dn (offices) which are in a "transfer" group may be ~~proved~~ pooled before applying 80%.

As regards posts which are found only in Divisional office/s, all divisions in a circle should be posted for the purpose on same lines. & 80% of the number made permanent.

Id/-

17-5-

D. R. P. u. A. D. R. P. 2000[illegible], datiert 20.10.[illegible]

Patent. Kl. 53 a.

SEPARATOR

Statement I

Name of the Department:

Major Head of expenditure

Sr. No.	Name of the office	Designation of the post or posts.	Scale of pay	No. of psts in existence 31 March 1950.			No. of psts retrenched since 31st March 1950	Existing No. of posts* Temp- Per- posts manent posts	To tal	No. of temp. posts proposed to be made permanent.
				Perma- nent posts	Tempo- rary posts	Total				
1	2	3	4	5	6	7	8	9	10	11

12	13	14	15	16	17
Date from which the temporary posts mentioned in col. 12 were created.	Date up to the temporary posts in col. 12 have been sanctioned.	No. and date of the orders in which the posts mentioned in col.12(a) were sanctioned and (b) were last continued	Reasons why the establishment cannot be treated as purely temporary and justification for making it permanent	Remarks.	

*If the existing number of exceeds the number of posts in col.7 minus the number of posts in col.8, the excess should be explained in the remarks column.

Statement II.

(Showing the establishments to be excluded from the purview of Government Circular Memorandum No.8411/33 dated 27th February 1951).

(1) Civil Supplies Department (Main Office).

(2) Provincial Textile Controller.

(3) Director of Grain Purchase.

(4) Nutrition Officer.

(5) Director of Civil Supplies (Accounts).

(6) Controller of Government Grain Shops.

(7) Food Controller.

(8) Milk Commissioner, Bombay.

(9) Controller of Rationing.

(10) Rent Controller.

(11) Controller of Hotels and Lodging Houses.

(12) Provincial Iron and Steel Rationing Officer.

(13) Director, Government Transport Service.

(14) Supply, Rationing and Godown staff under District Magistrates, including the tem-porary increases in the strength of talatis, Circle Inspectors and Circle Inspectors' peons sanctioned in connection with food procurement and distribution.

(15) Rehabilitation Department (Secretariat Department as well as the Directorate of Rehabilitation and subordinate officers)

(16) Controller of Accommodation.

(17) Home Guards Organisation.

(18) Electrical Commissioner to Government

(19) Establishment sanctioned for the construction of a dam on the Godavari River at Gangapur.

(20) Establishment sanctioned for the execution of Neersagar Water Supply Scheme.

This list is not intended to be exhaustive It includes some of the important.....

ant establishments which readily fall in the category of purely temporary or non-pensionable establishments.

Temporary establishments

Conversation of ~ into permanent and pensionable establishment.

GOVERNMENT OF BOMBAY.

Finance Department.

Circular Memorandum No.8411/33.

Bombay Castle, 27th February 1951.

A large number of existing posts have been sanctioned and are continued from time to time on a temporary basis. Many Departments have submitted proposals to Government for making temporary posts permanent where the permanent necessity of the posts is considered to have been established. Representations have also been received from services associations from time to time that temporary posts should be made permanent. As a result of these representations, steps have already been taken to liberalise the conditions of service of temporary employees in respect of leave. With the completion of his enquiry by the Officer on Special Duty (Retrenchment), it has now become possible to assess with reasonable accuracy what staff Government needs on a permanent basis for the discharge of functions of a more or less permanent character. Government has, therefore, decided that not exceeding eighty per cent of the existing temporary posts in class III and class IV services, sanctioned in connection with increase in work which is likely to remain permanently, should be made permanent. As regards temporary gazetted posts, it has been decided that the question of making such posts, ~~it has been decided that the question of making such posts~~ permanent should be examined on merits and that only the minimum number of gazetted posts which are required permanently should be sanctioned

on-------

on a permanent basis.

2. The administrative Departments of the Secretariat are now requested to forfulate proposals for making temporary posts permanent in accordance with the decidion of Government mentioned above and to forward them to this Department for scurtiny in the form of the accompanying Statement I. The proposals should be forwarded in a consolidated form in respect of each Department as a whole and not piecemeal. and should be framed in the light of the principles mentioned below. It is emphasized that the schemes or items of work in respect of which posts are proposed to be made permanent nature and not of limited duration.

(I) Establishment which are to be excluded.

The establishments under the control of the officers mentioned in the accompanying Statement II should be excluded from the purview of these orders, as they are either purely temporary, or are still in a formative stage and are not likely to be converted into pensionable establishment (like the establishments under the Electrical Commissioner or the Milk Commissioner). Administrative Departments should similarly exclude other establishments which are not mentioned in the Statement (e.g., the temporary establishment of the Nasil Distillery) which are not likely to be required permanently. Work-charged establishments, daily rated staff and staff paid form contingencies are excluded from the purview of these orders.

(2) Posts sanctioned in connection with post-war Reconstruction Schemes.

All post-war reconstruction schemes should be peviewed with a view to determining which of them are of a permanent nature and which are of an purely temporary nature. In the case of schemes of a permanent nature, the staff required for

temporary.....

temporary purposes such as preparation of projects, construction, etc. should be excluded from the purview of these orders. In reviewing the post-war reconstruction schemes, the recommendations of the Administrative Enquiry Committee accepted by Government in Government Resolution, Finance Department, No. 6917/33, dated 28th May 1948, should be borne in mind.

(3) Temporary establishments.

Wherever standard units of staff have been prescribed, the existing permanent staff plus the staff proposed to be made permanent should be exceed the standard units save where Government has agreed to make exceptions. It should be noted that some of the standard units include posts which are allowed temporarily (e.g., the unit of clerical strength for the Chitnis Branch of the Collector's office is 6 clerks, including one temporary, and the unit for Circle Inspectors allows a 50 per cent increase on account of supply activities). Such temporary posts should be excluded from the standard units for the present purpose.

(4) Gazetted posts.

Detailed justification for making permanent gazetted posts proposed to be created on a permanent basis should be given.

3. After the proposals are examined and accepted in Finance Department, the Administrative Departments will issue the necessary orders sanctioning the posts on a permanent basis. It is not necessary to submit the proposals as new items for the next year's budget. Immediate action be take.

P. let me know on 1st April & on 1st of every month hereafter progress of the purposes made in implementing this.

Secy.

By order of the Governor of Bombay,

Sd/-.....

Sd/-

Secretary to Government

Id/-

3-3

To

The Accountant General, Bombay,

The Deputy Accountant General, Baroda,

All Departments of the Secretariat,.

for information

******

List A

List of Public Works Department Divisions and Sub-Divisions which are proposed to be made permanent in the merged State areas.

Divisions.

(1) Banaskantha.

(2) Sabarkantha.

(3) Mehsana.

(4) Baroda.

(5) Navsari and Dangs.

(6) Kolhapur.

(2) Sub-Divisions.

(1) Palanpur.)
(2) Tharad.) UNDERBanaskantha Division.
(3) Radhanpur.)

(4) Mehsana.)
(5) Kalol.) under Mehsana Division.
(6) Patan.)

(7) Amreli.)
(8) Okha.) under Sabarkantha Division.
(9) Himatnagar.)

(10) Idar.

(11) Modasa.

(12) Anand. under Kaira Division.

(13) Devgad Baria under Panch Mahals Division.

(14) Baroda

15.....

(15) Baroda City.)
(16) Chhota Udaipur.) UNDER Baroda Division.
(17) Dabhoi)

(18) Rajpipla. — under Broach Division.

(19) Kathor.)
(20) Wyara.) under Surat Division.

(21) Navsari.)
(22) Dangs.) UNDER Navsari and Dangs Division.

(23) Jahwar. — under North Thana Division.

(24) Janjira. — under Kolaba Division.

(25) Sangli.

(26) Kolhapur.)
(27) Emergency Irrigation) under Kolhapur Division

(28) Jamkhandi. — under Bijapur Division.

(29) Samantwadi. — under Belgaum Division.

(30) Gadag. — under Dharwar Division.

Public Health Circle.

Division.

(1) Public Health Works Division (North Gujarat).

Sub-Division.

(1) Baroda District Sanitary.)
(2) Kalol Sanitary.) under Public Health Works
(3) Gujarat Mechanical.) Division (North Gujarat).

(4) Miraj Sanitary. — under Southern Public Health Works Division.

(5) Nipani Water Supply Sub-Division. — -do-

List B

Public Works Department Divisions and Sub-Divisions proposed to be made permanent on account of the expansion of the Public Works Department activities.

Divisions. — Sub-Divisions.

1.....

1. East-Khandesh Division	1 North Sub-Division (formerly Haffkins Institute Sub-Division) under Presidency Division.
2. Kolaba Division.	2. Hangal Irrigation Sub-Division under Dharwar Irrigation Division.
3. Ahmedabad Irrigation Division.	
4. Panch Mahals Division	3. Dohad Sub-Division(Panch Mahals Division).
	4. Pandharpur Roads and Buildings Sub-Division (Sholapur Division.
	5. Alibag Sub-Division (Kolaba Division).
	6. Bhusawal Sub-Division. (East Khandesh Division).
	7. Shahada Sub-Division. (West Khandesh Division.
	8. Krishna Canal Sub-Division (Satara Division.

Public Health Circle.

1. Poona Cantonmnet Water works Sub-Division (Central Public Health WORKS Division).

Statement III C

List C.

Public Works Department Division and Sub-Divisions in the Electrical Circle proposed to be made permanent on account of the expansion of the Public Works Department normal activities.

Name of Division.	Names of Sub-Divisions.
(1) Southern Electrical Division.	(1) Dharwar Electric Sub-Division.
	(2) Bombay Suburban Electric Sub-Division.

V.Urgent. Letter.

No.3772/48-E(II). P. W. Deptt.

B.C. (B'bay. No.1),

6th April 1951.

To

The El.Engr. to Govt.

Subt- Conversion of tempy. posts into permt.

****

Govt. has under consideration the question of converting some tempy. charges in your Circle into permt. as shown in the accompanying lists. In forwarding herewith in this connection copies of G.C.M., F.D., No.8411/33, dt. the 27-2-51, and its accompts. you are requested to submit, in the statement accompanying the G.C.M., proposals for converting into permt. 80% of the tempy. posts, including wireman, etc., which are not usually shown in the standard units, sanctioned for permt. charges and 80% of those sanctioned for the tempy. charges proposed to be made permt. Tempy. posts sanctioned for your office should not be included in your proposals. Authority of Govt. sanctioning the various temporary posts should be quoted.

By order etc.

Dy Secy.

D.A. 2 lists.

Copies of G.C.M.

& its accompt

Issued

28-3-51 Id/-

31-3-51

*****

Letter.

Very Urgent.

No.3772/48-E(II). Public Works Department,

Bombay Castle (Bombay No.1),

6th April 1951.

To..

To

The Superintending Engineers of Circles.
The Public Health Engineer to Government.

Subject:- Conversion of temporary posts into permanent.

Government has under consideration the question of converting certain temporary charges into permanent ones as mentioned in the accompanying lists.

2. I am to forward herewith in this connection, copies of Government Circular Memorandum, Finance Department, No.8411/3 3, dated the 27th February 1951, and its accompaniments, and request you to submit in the statement accompanying the Government Circular Memorandum proposals for converting into permanent 80% of the temporary posts including carpentars, masons, etc. which are not usually shown in the standard units sanctioned for permanent charges and 80% of posts sanctioned for the temporary charges now proposed to be made permanent. Temporary posts sanctioned for the Circle offices should not be included in your proposals. Authority of Government, sanctioning the various temporary posts should also be quoted.

By order of the Governor of Bombay,

Sd/- K. V. Joglekar, O/C
7-4-51

Deputy Secretary to the Government
of Bombay, Public Works Department.

D.A. 2 lists.
Copies of G.C.M.
and its accompts.

Issued
Sd/-
7-4-

VERY URGENT.

No.G-59/7325 of 1951,
Public Works Department,
Ahmedabad, 21st April, 1951.

To.....

To

The Chief Engineer to Government,

Public Works Department,

Bombay - 1.

Subject:- Conversion of temporary posts into permanent.

References:- Government Letter , P.W.D.No. 3772/48-E-II dated 6-4-51.

2. Posts which have already been proposed to be made permanent in proforma B sent with this office letter No.G.59/1597 dated 9-2-51 are just according to the standard unit lately accepted by Government for each of the Divisions and Sub-Divisions in this Circle. The posts which were in excess of the strength as per standard unit have already been retrenched with effect from 1-11-50. The remaining posts therefore represent the basic minimum requirement of a Division or Sub- Division and are required permanently. A question therefore arises why not all temporary posts which are just according to the standard unit which though not liberal has had to be adopted due to the present financial stringency be converted into permanent ones and not only 80% thereof. In the circumstances mentioned above it is considered not desirable to covert only 80% of the posts into permanent ones and to continue the remaining on emporary establishment, as the requirement noted is the basic minimum. Any extra over the basic would rightly be temporary.

3. From the Government Circular P.D.No. 8411/33 dated 27-2-51, it appears that Government in P.D. is referring to those additional posts which used to be sanctioned from year to year due to increase in work for normal Divisions and Sub-Divisions and thus existed for a pretty long time on temporary establishment. As Government now

calls.....

calls for proposals regarding conversion of posts for newly created Divisions due to the merger, the posts of the nature fefeered to by Government in F.D. will not find any place in the statement called for by Govt. in P.W.D. It may be mentioned here that such posts were proposed for being made permanent in this office No.G-59/6580 dt. 30-5-50.

4. Apart from the above, it is a question whether Government intends to convert 80% of the posts on the whole i.e. the posts of all the Divisions and Sub-Divisions concerned in this Circle taken together or 80% of the posts in each category or class of establishment. If 80% of the posts on the whole are to be converted, then it will create an anomalous position viz. every Division or Sub-Division will not have equal number of posts on permanent and temporary establishment. Moreover no informity will be maintained as it would happen that one Division will have posts of Draftsman or Assistant Draftsman or tracer, or computor of Head Clerk on permanent establishment whereas another Division will have such categories of posts on temporary establishment.

5. The percentage basis for the conversion of temporary posts have no meaningx with regard to the posts of Draftsman, Assistant Draftsman, Tracers, Computors etc. as they will have to be converted into permanent ones in toto, as in each category the number of sanctioned posts hardly exceeds one or two. Conversion of posts to the extent of 80% is possible only in categories of posts of clerks and class IV servants where the sanctioned strength is more than 5. This if the conversion is to be made by each Division or Sub-Division and by each category of posts, the limit of 80% fixed by Government cannot be attained under all categories.

In.....

6. In the above circumstances it is requested kindly to clarify whether the temporary posts to be converted should be 80% on the whole or 80% of the posts each category; and also whether no proposals regarding conversion of posts referred to in para 3 above in case of other Divisions viz. Ahmedabad, Kaira etc. are to be submitted to Government. On the receipt of clarification the proposals will be submitted with the least delay.

Sd/- V.C.Bulsara,
Superintending Engineer,
North Gujarat Circle.

Letter.

No.3772/48-F. Public Works Department,
Bombay Castle, (Bombay No.1),
5th June 1951.

To

The Superintending Engineer, North Gujarat Circle.

Subject:- Conversion of temporary posts into permanent.

Reference: Your letter No.G-59/7325, dated the 21st April 1951.

2. As instructed in Government Letter No.3772/48-E(II), dated the 6th April 1951, you are requested to submit proposals for converting 80% of temporary posts in the charges which are already permanent or proposed to be made permanent, into permanent posts. This percentage should be applied to each charge (Division/Sub-Division) or to posts in each category in the Division and all Sub-Division taken together. The idea is that all posts in a Division including Sub-Divisions should be pooled together in each category/grade and 80% of these should be made permanent; in these latter posts persons will be confirmed according to seniority and in effect the temporary posts will be those held by unconfirmed or temporary incumbents. The object is to give the benefit of permanency to 80% of the Government servants in each category or grade (which is kept distinct for purposes of recruitment) and obviously all posts within a Division (Divisional) office and all Sub-Divisional offices which are in a "transfer" group should be pooled before applying 80%.

3. As regards posts which are found only in Divisional offices all Divisions in a Circle should be pooled for the purpose on the same lines as indi-

cated-----

cated above, and 80% of the number made permanent.

By order of the Governor of Bombay,

Sd/- N. V. Joglekar,

6-6-51 O/C

Deputy Secretary to the Government of Bombay,

Public Works Department.

D.A. Nil.

Copy, with a copy of the Superintending Engineer, North Gujarat Circle's letter No.G-59/7325, dated the 21st April 1951, forwarded to:-

The Superintending Engineers of Circles,

the Electrical Engineer to Government,

the Public Health Engineer to Government,

with reference to Government Letter No.3772/48-B(II), dated the 6th April 1952.

2. In proposals for converting temporary posts into permanent should be submitted on the lines indicated above.